

Washington Teacher's Union

ET-15 Salary Schedule

Effective October 4, 2026

FY 2027 ET 15 Salary Schedule - 10 Month														Longevity Placements		
Adjustment: 3.0%														1	2	2
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	\$ 68,577	\$ 68,813	\$ 70,224	\$ 72,817	\$ 75,385	\$ 77,971	\$ 81,256	\$ 84,516	\$ 87,799	\$ 91,054	\$ 94,326	\$ 100,879	\$ 108,740	N/A	N/A	N/A
Bachelors + 15	\$ 70,862	\$ 71,982	\$ 73,461	\$ 76,039	\$ 78,619	\$ 81,208	\$ 84,487	\$ 87,762	\$ 91,030	\$ 94,311	\$ 97,566	\$ 104,133	\$ 115,246	N/A	N/A	N/A
Bachelors + 30/Masters	\$ 73,149	\$ 74,835	\$ 78,104	\$ 81,375	\$ 84,639	\$ 87,922	\$ 91,985	\$ 96,030	\$ 100,102	\$ 104,148	\$ 108,224	\$ 116,335	\$ 126,892	\$ 128,349	\$ 130,776	\$ 134,176
Masters + 30	\$ 75,436	\$ 78,104	\$ 81,375	\$ 84,639	\$ 87,922	\$ 91,194	\$ 95,244	\$ 99,316	\$ 103,369	\$ 107,418	\$ 111,468	\$ 119,602	\$ 130,229	\$ 131,683	\$ 134,112	\$ 137,512
Masters + 60/PhD	\$ 80,005	\$ 81,375	\$ 84,639	\$ 87,922	\$ 91,194	\$ 92,616	\$ 98,523	\$ 102,589	\$ 106,642	\$ 110,703	\$ 114,745	\$ 123,229	\$ 134,478	\$ 135,932	\$ 138,362	\$ 141,761

FY 2027 ET 15 Salary Schedule - 11 Month														Longevity Placements		
Adjustment: 3.0%														1	2	2
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	\$ 75,436	\$ 75,693	\$ 77,248	\$ 80,097	\$ 82,923	\$ 85,768	\$ 89,383	\$ 92,966	\$ 96,579	\$ 100,160	\$ 103,760	\$ 110,968	\$ 119,615	N/A	N/A	N/A
Bachelors + 15	\$ 77,947	\$ 79,181	\$ 80,807	\$ 83,641	\$ 86,482	\$ 89,329	\$ 92,937	\$ 96,538	\$ 100,135	\$ 103,740	\$ 107,322	\$ 114,547	\$ 126,772	N/A	N/A	N/A
Bachelors + 30/Masters	\$ 80,465	\$ 82,319	\$ 85,916	\$ 89,514	\$ 93,104	\$ 96,713	\$ 101,183	\$ 105,632	\$ 110,115	\$ 114,565	\$ 119,046	\$ 127,968	\$ 139,581	\$ 141,183	\$ 143,854	\$ 147,593
Masters + 30	\$ 82,978	\$ 85,916	\$ 89,514	\$ 93,104	\$ 96,713	\$ 100,313	\$ 104,770	\$ 109,247	\$ 113,707	\$ 118,159	\$ 122,616	\$ 131,562	\$ 143,252	\$ 144,852	\$ 147,523	\$ 151,262
Masters + 60/PhD	\$ 88,006	\$ 89,514	\$ 93,104	\$ 96,713	\$ 100,313	\$ 103,913	\$ 108,376	\$ 112,849	\$ 117,305	\$ 121,774	\$ 126,219	\$ 135,552	\$ 147,924	\$ 149,528	\$ 152,198	\$ 155,936

FY 2027 ET 15 Salary Schedule - 12 Month														Longevity Placements		
Adjustment: 3.0%														1	2	2
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service
Bachelors	\$ 81,270	\$ 81,517	\$ 83,026	\$ 85,782	\$ 88,519	\$ 91,274	\$ 94,774	\$ 98,242	\$ 101,737	\$ 105,205	\$ 108,691	\$ 115,671	\$ 124,043	N/A	N/A	N/A
Bachelors + 15	\$ 83,704	\$ 84,896	\$ 86,472	\$ 89,216	\$ 91,965	\$ 94,721	\$ 98,214	\$ 101,701	\$ 105,182	\$ 108,677	\$ 112,142	\$ 119,136	\$ 130,973	N/A	N/A	N/A
Bachelors + 30/Masters	\$ 86,137	\$ 87,920	\$ 91,415	\$ 94,901	\$ 98,376	\$ 101,871	\$ 106,175	\$ 110,505	\$ 114,846	\$ 119,153	\$ 122,357	\$ 132,130	\$ 143,373	\$ 144,831	\$ 147,259	\$ 150,658
Masters + 30	\$ 88,572	\$ 91,415	\$ 94,901	\$ 98,376	\$ 101,871	\$ 105,356	\$ 109,668	\$ 114,004	\$ 118,325	\$ 122,634	\$ 126,948	\$ 135,611	\$ 146,929	\$ 148,384	\$ 150,813	\$ 154,213
Masters + 60/PhD	\$ 93,440	\$ 94,901	\$ 98,376	\$ 101,871	\$ 105,356	\$ 108,848	\$ 113,162	\$ 117,491	\$ 121,808	\$ 126,133	\$ 130,435	\$ 139,474	\$ 151,450	\$ 152,908	\$ 155,336	\$ 158,735